



Te Ao Māori, Treaty, and Māori Crown Relationships

Practising

Knowledge and understanding needed to incorporate Te Ao Māori, the Treaty of Waitangi, and Māori Crown relationships in policy making.

- Can apply a Te Ao Māori lens, matāuranga and kaupapa Māori, te Tiriti frameworks, and can identify diverse Māori rights and interests.
- Support Māori Crown relationships and increase their understanding of Māori perspectives by engaging early, respectfully, and effectively with Māori.
- Observes tikanga, and regularly applies te reo Māori communication skills in their work.

70% on-the-job learning

- Lead medium to complex projects that require an understanding of the implications of the Treaty of Waitangi and Māori Crown relationships, and require engagement with Māori/iwi.
- Understand the appropriate levels of engagement with Māori during policy development, and how to use Te Arawhiti – the Office of Māori Crown Relations' resources, including the Engagement Framework and Guidelines on the Māori Crown Relations' [Engagement](#) page.
- Become knowledgeable about current Māori views on your subject matter, including reading relevant Waitangi Tribunal reports and evidence.
- Learn how to apply Te Ao Māori knowledge and approaches and matāuranga Māori to your policy work and your policy development.
- Develop relationships with Māori groups with an interest in your subject area.
- Ensure you build time into your project planning for early engagement with iwi and Māori groups.

20% learning from others

- Discuss with others their experience with approaches to engagement with Māori. What worked well, what could have been done better, and what were the outcomes?
- Build relationships with external organisations and individuals with an interest in your subject area, particularly iwi and Māori.
- Attend a Waitangi Tribunal hearing relevant to your work.

10% formal training

- Take a course on Te Tiriti o Waitangi and cultural perspectives in policy making.
- Attend seminars run by [Motu](#), Te Puni Kōkiri, and Te Arawhiti (e.g. Te Tiriti o Waitangi and Aotearoa History) and share lessons with colleagues. Incorporate what you've learned into your agency's approaches.